

Therapy Benchmarks

1. Performance	O-4	O-5	O-6
COERs and COER attachments (past 3 years)	The primary focus in reviewing the COER should be on the accompanying narrative. Narrative indicates progression of responsibility, achievement and contributions to the agency mission. A secondary assessment of the COER will include a review of the COER score, in the context of looking at performance trends. The officer should be in a billet at or above their grade.	The primary focus in reviewing the COER should be on the accompanying narrative. Narrative indicates progression of responsibility, achievement and contributions to the agency mission. A secondary assessment of the COER will include a review of the COER score, in the context of looking at performance trends. The officer should be in a billet at or above their grade.	The primary focus in reviewing the COER should be on the accompanying narrative. Narrative indicates progression of responsibility, achievement and contributions to the agency mission. A secondary assessment of the COER will include a review of the COER score, in the context of looking at performance trends. The officer should be in a billet at or above their grade.
• Award History -- o CC Honor Awards	A continuum of awards at the Achievement Medal or below.	A continuum of awards at the Commendation Medal or below. There should be a progression of awards across the career of the officer.	A continuum of awards at the OSM or below. There should be a progression of awards across the career of the officer.
o Non-Corps Awards	Yes, Value added	Yes, Value added	Yes, Value added
• Reviewing Official's Assessment o Promotion Readiness (Y/N)	Yes	Yes	Yes
o Leadership Attributes (i.e., influencing, operating, and improving the mission of the PHS)	Contributes as a member of a formal task force or similar group at the Branch, division, agency, or CC level. Identifies leadership role	Volunteers for and demonstrates leadership as a contributing member of a formal task force or similar group at the division, agency or CC level.	Volunteers for and serves in a leadership role (e.g., Chair, vice-chair) of a formal task force or similar group at the agency, CC, or PHS level.
o Integrity/Duty	Unquestioned No outstanding disciplinary or behavioral issues	Unquestioned No outstanding disciplinary or behavioral issues	Unquestioned No outstanding disciplinary or behavioral issues
o Mission Contribution	As assigned by the supervisor	Actively seeks outside activities that also contribute to the mission	Clear evidence that career (duties and outside activities) has and will continue to contribute significantly to PHS (impact evident)

Therapy Benchmarks

Consideration should be given to those officers who are stationed in agencies or locations where they are successfully supporting the mission of their agency but may not have geographic or financial access to participate in all corps support activities.

2. Education, Training, & PROFESSIONAL DEVELOPMENT	O-4	O-5	O-6
<ul style="list-style-type: none"> Degrees 	BS, MS or Doctorate in professional discipline	MS or Doctorate in professional discipline	MS or Doctorate in professional discipline
<ul style="list-style-type: none"> Certifications/Credentialing <ul style="list-style-type: none"> Board Certifications Other certifications 	ADVANCED CERTIFICATIONS (NON-ACCREDITED INSTITUTIONS)	ADVANCED CERTIFICATIONS (accredited institutions)	ADVANCED CERTIFICATIONS (accredited institutions)
<ul style="list-style-type: none"> Continuing Education 	≥ 20hrs/yr	≥ 20 hrs/yr	≥ 20 hrs/yr

Therapy Benchmarks

3. Career Progression & Potential	O-4	O-5	O-6
• Billet(s)	≥ 03 Progression of higher level billets over career	≥ 04 Progression of higher level billets over career	≥ 05 Progression of higher level billets over career
• Assignments	Team member on project	Assists with management & productivity	Designs and implements project
• Mobility – Geographic and/or Programmatic <i>*Contributions to mission could override mobility.</i>	≥2 or more See*	≥3 or more See*	≥4 or more See*
• Assimilation	Regular corps or Applied for regular corps	Regular corps or Applied for regular corps	Regular corps or recommended by assimilation board
*Collateral duties	<u>Documented participation in additional agency (assigned) activities</u>	<u>Documented participation in additional agency or OSG (assigned) activities</u>	<u>Documented participation in additional agency or OSG or HHS (assigned) activities</u>
• Award History -- <input type="checkbox"/> CC Honor Awards <input type="checkbox"/> Non-Corps Awards	Continuum of awards received with consistency	Continuum of awards received with consistency	Continuum of awards received with consistency

Therapy Benchmarks

4. Characteristics of Career Officer and Service to the Corps.	O-4	O-5	O-6
• Membership/Involvement in PAC/Advisory Groups	Volunteer or elected member including field reps/Subcommittee members, etc.	Elected Member, Assume level of responsibility by Chairing a Task Force / Subcommittee	Elected Member, Serves in Chair or Vice-Chair / leadership roles
• Associate Recruiter	Member	Member	Member
• Mentoring	Value added	Leadership. Recognition.	Leadership. Recognition.
• BOTC/IOTC	Yes, BOTC	Yes with Ribbon	Yes with Ribbon
• Professional Organizations	Active Member	Serves as a contributing member of a Committee or subcommittee	Serves as Chair, Vice-Chair or in other significant leadership roles in Committees or as a member of the Board
• Service Awards- o Special Assignment Award o Isolated Hardship Award o Hazardous Duty o NEPA/CRSA o Foreign Duty	≥ 1	≥ 2	≥ 3
• Daily wearing of uniform	Daily	Daily	Daily
• Other Official Commissioned Corps/PHS Activities (i.e., Honor Guard, Color Guard, PHS Ensemble, Aide-de-Camp)	Yes Demonstrated Participation	Yes Demonstrated Participation	Yes Demonstrated Participation